

**U.S. DEPARTMENT OF AGRICULTURE REPRESENTATIVE  
TO THE  
WHITE HOUSE INITIATIVE  
ON  
EDUCATIONAL EXCELLENCE FOR HISPANIC AMERICANS  
2000**

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**U. S. DEPARTMENT OF AGRICULTURE  
ANNUAL PERFORMANCE REPORT AND PLAN  
TO SUPPORT  
EDUCATIONAL EXCELLENCE FOR HISPANIC AMERICANS**

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## **AGENCY ACRONYMS**

<b>AGENCY</b>	<b>ACRONYM</b>
<b>Agricultural Marketing Service</b>	<b>AMS</b>
<b>Agricultural Research Service</b>	<b>ARS</b>
<b>Animal and Plant Health Inspection Service</b>	<b>APHIS</b>
<b>Departmental Administration</b>	<b>DA</b>
<b>Cooperative State Research, Education and Extension Service</b>	<b>CSREES</b>
<b>Economic Research Service</b>	<b>ERS</b>
<b>Executive Operations</b>	<b>EO</b>
<b>Farm Service Agency</b>	<b>FSA</b>
<b>Food and Nutrition Service</b>	<b>FNS</b>
<b>Food Safety and Inspection Service</b>	<b>FSIS</b>
<b>Foreign Agricultural Service</b>	<b>FAS</b>
<b>Forest Service</b>	<b>FS</b>
<b>Grain Inspection, Packers and Stockyards Administration</b>	<b>GIPSA</b>
<b>National Agricultural Statistics Service</b>	<b>NASS</b>
<b>National Appeals Division</b>	<b>NAD</b>
<b>Natural Resources Conservation Service</b>	<b>NRCS</b>
<b>Office of Budget and Program Analysis</b>	<b>OBPA</b>
<b>Office of the Chief Financial Officer</b>	<b>OCFO</b>
<b>Office of the Chief Information Officer</b>	<b>OCIO</b>
<b>Office of Civil Rights</b>	<b>OCR</b>
<b>Office of Communications</b>	<b>OC</b>
<b>Office of Human Resources Management</b>	<b>OHRM</b>
<b>Office of the General Counsel</b>	<b>OGC</b>
<b>Office of the Inspector General</b>	<b>OIG</b>
<b>Office of Operations</b>	<b>OO</b>
<b>Office of the Secretary</b>	<b>OSEC</b>
<b>Risk Management Agency</b>	<b>RMA</b>
<b>Rural Business-Cooperative Service</b>	<b>RBS</b>
<b>Rural Housing Service</b>	<b>RHS</b>
<b>Rural Utilities Service</b>	<b>RUS</b>

**Table A**  
**UNITED STATES DEPARTMENT OF AGRICULTURE**  
**Summary of Agency Awards to Hispanic Serving Institutions (HSIs)**  
**FY 2000**  
**(Dollars)**

Category	Awards to Institutions of Higher Education (IHEs)	Awards to IHEs for Hispanic Activities	Awards to HSIs	Awards to HSIs as % of Total Awards to IHEs
Research & Development	\$566,147,627	\$655,000	\$9,370,886	1.7%
Program Evaluation	15,011,548		320,000	2.1%
Training & Professional Development	10,908,228		711,158	6.5%
Facilities & Equipment	64,975,662		354,678	0.5%
Fellowships, Traineeships, Recruitment & IPAs	38,839,365		5,793,170	14.9%
Student Tuition Assistance Scholarships & Other Aid	1,896,138		107,705	5.7%
Other	407,261,597		13,249,741	3.3%
Total	\$1,105,040,165	\$655,000	\$29,907,338	2.7%

**HISPANIC SERVING INSTITUTIONS  
FEDERAL AGENCY AWARDS TO INSTITUTIONS  
FY 2000**

STATE/INSTITUTION	R&D	PE	TRAINING	F&E	FELLOWS	SFA	DIS	AI	OTHER	TOTALS
<b>CALIFORNIA</b>										
CALSTATE-BAKERSFIELD	1,000	0	0	0	0	0	0	0	0	\$1,000
CALSTATE-FRESNO	82,085	0	531	0	100,000	0	0	0	0	\$182,616
CALSTATE-LOS ANGELES	0	0	0	0	17,000	0	0	0	0	\$17,000
CALSTATE-MONTERREY BAY	0	0	0	0	0	0	0	0	0	\$0
CALSTATE-NORTHRIDGE	2,829	0	0	0	0	0	0	0	0	\$2,829
CALSTATE-SAN BERNARDINO	0	0	531	0	150,000	0	0	0	0	\$150,531
D-Q UNIVERSITY**	0	0	0	0	73,292	0	0	0	0	\$73,292
WEST HILLS CC	0	0	0	0	300,000	0	0	0	0	\$300,000
<b>FLORIDA</b>										
FLORIDA INTL UNIV	0	0	0	0	8,000	0	0	0	0	\$8,000
<b>NEW MEXICO</b>										
ALBUQUERQUE TECHNICAL VOCATIONAL INSTITU	0	0	531	0	0	0	0	0	0	\$531
LUNA VOCATIONAL TECHNICAL INSTITUTE	0	0	0	0	250,000	0	0	0	0	\$250,000
NEW MEXICO STATE-GRANTS	0	0	0	0	8,500	0	0	0	0	\$8,500
NEW MEXICO STATE-MAIN CAMPUS	4,627,589	20,000	0	0	327,447	78,300	3,032,882	0	0	\$8,086,218
SANTA FE CC	0	0	0	147,864	0	0	0	0	0	\$147,864
UNIV OF NEW MEXICO-MAIN CAMPUS	42,096	0	0	0	17,000	0	0	0	0	\$59,096
UNIV OF NEW MEXICO-VALENCIA COUNTY BRANC	0	0	0	0	8,500	0	0	0	0	\$8,500
WESTERN NEW MEXICO UNIV	0	0	0	1,700	8,500	0	0	0	0	\$10,200
<b>NEW YORK</b>										
CUNY HOSTOS CC	0	0	1,500	0	0	0	0	0	0	\$1,500
<b>PUERTO RICO</b>										
INTER AMERICAN UNIV OF PUERTO RICO-AGUADILLA	0	0	0	42,555	0	8,691	0	0	0	\$51,246
INTER AMERICAN UNIV OF PUERTO RICO-RIO PIED	0	0	0	0	8,500	0	0	0	0	\$8,500
PONTIFICAL CATHOLIC UNIV OF PUERTO RICO-MA	0	0	1,500	0	0	0	0	0	0	\$1,500
UNIV OF PUERTO RICO-AGUADILLA	25,704	0	0	0	73,812	0	0	0	0	\$99,516
UNIV OF PUERTO RICO-BAYAMON	0	0	0	0	8,064	1,500	0	0	0	\$9,564
UNIV OF PUERTO RICO-CAYEY	0	0	0	0	0	4,614	0	0	0	\$4,614
UNIV OF PUERTO RICO-MAYAGUEZ	4,396,947	280,000	0	53,132	176,850	0	7,588,945	0	0	\$12,495,874
UNIV OF PUERTO RICO-RIO PIEDRAS	92,397	0	0	0	8,500	0	0	0	0	\$100,897

STATE/INSTITUTION	R&D	PE TRAINING	F&E	FELLOWS	SFA	DIS	AI	OTHER	TOTALS	
<b>TEXAS</b>										
HOWARD COUNTY JU CO DISTRICT	0	0	0	0	299,995	0	0	0	\$299,995	
PALO ALTO COLLEGE	0	0	0	0	301,843	0	0	0	\$301,843	
SAINT EDWARD'S UNIVERSITY	0	0	0	0	299,875	0	0	0	\$299,875	
ST MARY'S UNIVERSITY	0	0	0	0	8,500	0	0	0	\$8,500	
SUL ROSS STATE UNIVERSITY	0	0	0	0	1,500	1,000	0	0	\$2,500	
TEXAS A & M -CORPUS CHRISTI	0	0	0	0	329,209	0	0	0	\$329,209	
TEXAS A & M -KINGSVILLE	94,839	0	532	0	86,837	0	0	0	\$182,208	
TEXAS STATE TECHNICAL COLLEGE-HARLINGEN	0	0	0	0	5,240	0	0	0	\$5,240	
UNIVERSITY OF TEXAS-PAN AMERICAN	5,400	0	0	0	32,500	0	0	0	\$37,900	
UNIVERSITY OF TEXAS AT SAN ANTONIO	0	0	0	109,427	0	0	0	0	\$109,427	
UNIVERSITY OF TEXAS AT BROWNSVILLE	0	0	0	0	263,664	0	0	0	\$263,664	
<b>AGENCY SUPPORTED LIAISONS</b>	0	0	0	0	0	0	0	895,788	\$895,788	
<b>UNDISTRIBUTED</b>	0	20,000	706,033	0	2,311,110	13,600	0	7,600	1,724,526	\$4,782,869
<b>GRAND TOTAL FOR HSI's</b>	\$9,370,886	320,000	\$711,158	\$354,678	\$5,793,170	\$107,705	\$10,621,827	7,600	\$2,620,314	\$29,907,338

**Table B**  
**FY 2000 Hispanic Employment Profile**

Category	All Employees		Hispanic Employees		% Hispanic Employees	
	Career	Non-Career	Career	Non-Career	Career	Non-Career
GS 1-4	1,428	6,145	119	532	8.3	8.6
GS 5-8	27,335	4,645	1,785	297	6.5	6.4
GS 9-10	13,852	649	872	27	6.3	4.2
GS 11-12	26,236	659	1,163	41	4.4	6.2
GS 13-14	11,394	331	412	8	3.6	2.4
GS 15	1,730	288	38	11	2.2	3.8
SES	285	66	11	5	3.9	7.6
Other**	1,862	9,054	141	769	7.6	8.5

Name of Agency: US Department of Agriculture

Agency Head: K. Jane Coulter Chair, Education Coordinating Council  
Name Title

Agency Head Signature: \_\_\_\_\_ Date

**\*\*Other equates wage grade employees, foreign assignments and scientific appointments**

## **EXECUTIVE SUMMARY**

The U. S. Department of Agriculture (USDA) continues its sustained commitment to improve educational attainment for all Americans, to meet the educational needs of Hispanic Americans, to enhance opportunities in Latino communities, and to strengthen its partnerships with Hispanic Serving Institutions. The programs and activities highlighted in this summary are consistent with Executive Order 12900, the White House Initiative on Educational Excellence for Hispanic Americans.

As the lead federal agency for higher education in the food and agricultural sciences, USDA continues to work closely with colleges and universities to assure excellence in U.S. higher education. The Department also continues to work with institutions of higher learning to assure that the Nation has an adequate supply of scientists and professionals with requisite expertise in the food and agricultural sciences and to ensure the adequacy of the Nation's research and extension base in these areas.

In FY 2000, USDA agencies provided nearly \$30 million to support Educational Excellence for Hispanic Americans, roughly 2.7 percent of funds provided to all institutions of higher education (IHEs). This reflects an increase above FY 1999 spending (from approximately \$27.6 million) and an increase in percentage of funds being provided to Hispanic Serving Institutions. In addition to funding provided to Hispanic Serving Institutions, \$655,000 went to IHEs to support Hispanic activities and approximately \$6.35 million provided assistance to farm workers.

USDA continues to carry out a wide range of activities that enhance opportunities for the Latino community. Highlights of FY 2000 activities include:

### **PROGRAMS AND ACTIVITIES**

#### **1) USDA-HACU Leadership Group Activities**

The USDA/Hispanic Association of Colleges and Universities (HACU) Leadership Group continues its work to strengthen the cooperative framework between USDA and Hispanic Serving Institutions. The group is composed of an equal number of presidents from Hispanic Serving Institutions (HSI) and USDA senior executives. It supports the long-term ability of HSIs to carry out educational programs that contribute to the national interest of the U.S. agricultural community. The Leadership Group serves as the lead advisory group to the Secretary on issues relating to the HSIs and Latino education. It also works to ensure the fulfillment of the objectives set forth by the Memorandum of Understanding (MOU), signed in 1996, to ensure that the Latino community equitably participates in USDA employment, programs, resources, and services.

The USDA/HACU Leadership Group established the Hispanic Serving Institutions National Program Office to implement the initiatives that fulfill the objectives of the MOU. This office is currently staffed by a National Program Director, a Program Assistant, six HSI liaison positions, and one student intern.



## 2) Hispanic Advisory Council (HAC)

The HAC, established by Secretary Directive in 1997, serves as a strong tool for the Secretary to assess progress in addressing Hispanic issues and objectives throughout the Department. The Council is comprised of representatives from each of the mission areas and supporting USDA staff offices.

During FY 2000, HAC gained increased visibility within USDA, among many national Hispanic organizations, Hispanic farmers, and Hispanic community-based organizations. HAC assumed the responsibility for the development of the USDA Hispanic Employment Plan, mandated by Executive Order. Based upon the leadership provided by the HAC, other federal agencies have indicated the desire to establish an advisory council similar to the USDA Council. There have also been indications that the USDA Hispanic Employment Plan will serve as a model for other Federal departments.

The HAC provided funding to support a Minority Youth Environmental Training Institute, an environmental education program targeting Hispanic teens, with a strong emphasis on hands-on field work, natural resource career counseling, and education and college awareness. Ninety teens from throughout the country will be selected to participate and spend a week at a national park, wildlife refuge or national forest to help them better understand the work being done in the natural resources field. It is hoped that this approach will make a difference in attracting Hispanic youth to professions in natural resources.

The HAC facilitated the printing of a brochure with NASS that provides characteristics of Hispanic farms, such as number of farms, farms by size, land use, value of commodities, net cash return, tenure, and average age of operator, etc. This is the first publication of its kind within USDA.

## 3) Assistance to low income migrant and seasonal farm workers

During FY 2000, USDA provided \$5 million to assist farm workers who were affected by natural disasters during FY 99 and FY 00. Most of the funding went to areas in North Carolina for hurricane restoration work. USDA also provided \$1.35 million on grants to encourage the development of housing for farm workers. A \$337,500 grant was awarded to United Migrant Opportunity services Inc., of Milwaukee, Wisconsin. The PPEP Microbusiness and Housing Development Corporation of Tucson, Arizona, and Rural Community Assistance Corporation of Sacramento, California, received grants of \$506,250 each. The grants will be used in targeted areas in 24 states to find and assist in the development of sites for new farm labor housing and renovation of existing structures. Local, nonprofit developers and public housing authorities will be recruited to construct and manage the facilities, using the USDA loans and grants.

USDA has also worked with the Department of Labor to commence a pilot program that would match employer needs and farm worker skills on the Internet.

#### 4) Southwest Border Initiative

The Secretary of Agriculture became Co-Chair of the President's Interagency Task Force on the Economic Development of the Southwest Border during FY 00. This group is comprised of the 17 federal agencies working to enhance and empower the rural areas included under this effort. USDA announced a new program "Esperanza y Poder" which is designed to bring together USDA capabilities to assist in development of information infrastructure and training people to use the Internet. It will help identify loan programs and teach people how to apply for them. Technical assistance will be provided on issues from marketing strategies to water treatment to best environmental practices.

#### 5) Assessment of the Procurement Readiness of Hispanic Small Businesses

USDA also undertook the above referenced project with Southwest Texas State University. The grant objectives were to identify barriers that prevent or hinder Hispanic small businesses from successfully competing for USDA contract requirements, recommend methods to reduce or eliminate such barriers, develop a profile of successful Hispanic firms doing business with USDA currently and potential firms to compete for USDA contract requirements. The final objective of the grant was to assess the capacity and develop recommendations for rural and urban Hispanic firms to participate in USDA's procurement process. The findings are to be documented and conveyed to the USDA Office of Small and Disadvantaged Business Utilization, the National Hispanic Chamber of Commerce, the Latin American Management Association, and CSREES for use in education programs for small businesses.

#### 6) Summits on recruitment and employment for Hispanic Leaders

Through the guidance of the Secretary and HAC, USDA held the first Hispanic Leadership Summit in May 2000. USDA Subcabinet members and representatives from national and community-based Hispanic organizations participated in the conference. Hispanic organization representatives were made aware of USDA recruitment policies and procedures and were asked to make suggestions on how to improve the policies. A second Summit followed in September to provide feedback to the Hispanic organizations on changes being made within USDA. USDA prepared and distributed a Memorandum of Understanding for the community-based organizations in attendance at the Summits.

### **CONTRIBUTIONS TO HSIs**

1) The Hispanic Serving Institutions Education Grants Program remains the only USDA competitive grants program specifically targeted to address the needs of Hispanic Serving Institutions. It is designed to promote and strengthen the ability of Hispanic Serving Institutions to carry out education programs that attract, retain, and graduate outstanding students capable of enhancing the nation's food and agricultural scientific and professional work force. Projects may involve individual institutions, consortia of HSIs, or cooperative initiatives between two or more HSIs or with other colleges and universities, units of government, or the private sector.

Through this program, USDA envisions the development of new or expanded food, fiber, natural resources, and other agricultural related curricula; an increased number of HSIs offering course work and degrees in the food and agricultural sciences; an expansion of outreach programs to encourage more Hispanic students to attend college and consider careers in the food and agricultural sciences; an increased number of Hispanic students pursuing college degree programs and taking courses in the food and agricultural sciences; the development of university and business partnerships for training students in agribusiness and agriscience careers; and, an increased number of university/business consortia established to obtain and expand educational resources for agriculture.

The Hispanic Serving Institutions Education Grants Program was launched in FY 1997 when USDA received \$1.5 million in Congressional appropriations to support such a program. Congress has increased the amount of funding for the program annually and, during FY 00, appropriated \$2.85 million.

USDA received 32 proposals for the available \$2.85 million in FY 00. Of those 32 proposals, 13 projects were funded. These projects are meeting the program goals by partnering with local industry and community-based organizations to enhance opportunities for their students and communities.

## 2) USDA Hispanic Serving Institution Liaison Officers

There are currently six Liaison Officers serving as links between the USDA, the HSIs, private industry, nonprofits and community based organizations. The Liaisons undertake activities in cooperation with consortium member institutions that are aligned with the Strategic Direction provided by the Leadership Group and that contribute to the accomplishment of the goals and objectives of the envisioned partnership. The cooperation of the academic institutions, faculty, and USDA agencies has been key to the accomplishments of the USDA/HSI Liaison Program.

There are currently six liaisons serving in Texas, New Mexico, California, Puerto Rico, Florida, and the eastern region of the United States. These liaisons are charged with establishing and developing programs to strengthen the partnership between USDA and the HSIs and to provide USDA resources for capacity building at the colleges and universities which, in turn, will result in more resources to implement USDA's mission and increase cultural diversity in USDA's workforce. Each Liaison tailors his/her work plan to the particular needs of the local HSIs, based on a group of core areas such as internships, faculty capacity building, grants, outreach, recruitment, capacity building training seminars, and coordinating meetings and activities of mutual interest between USDA and HSIs.

## **EMPLOYMENT OF HISPANICS**

1) For the past 8 years, USDA has maintained a strong relationship with HACU by strengthening its participation in the HACU Internship Program, formalized in USDA as the E. Kika De La Garza Internship Program. The program offers a variety of developmental opportunities for students including leadership and communications training, job seeking skills, and computer training. In 2000, USDA agencies hired 84 students through this program.

2) In FY 1998, the USDA-HSI Fellows Program was established as part of the Leadership Group's efforts to advance USDA's relationship with the participating institutions and enhance the capacity of their programs and staff. The Fellows Program strengthens the quality of HSIs and fosters workforce diversity while enhancing the individuals' professional growth. Eligibility is broad and includes all personnel affiliated with food and agricultural sciences (including agriculture, forestry and natural resources, family and consumer sciences, veterinary science, and closely allied fields) in research, extension, teaching, international programs, libraries and administration at the eligible institutions. USDA supported 13 Fellows during FY 00, doubling the number of Fellows supported in FY 99.

3) To address the President's Executive Order 12900, the USDA Employment Officers Council, together with the Hispanic Employment Program Managers, developed a comprehensive recruitment plan to address underrepresentation in Hispanic employment in USDA. To assist the Department in the recruitment process, 62 bilingual employees from throughout the Nation were identified and pulled together for a 2 ½ day training course to serve as a Department-wide Recruitment Cadre to work with the HSIs' USDA Liaison Officers and to participate in recruitment fairs.

4) USDA's Idaho Panhandle National Forest participated in an International Volunteer Intern initiative with Bosque La Primavera in Jalisco, Mexico to host 12 students for an eight-week period in July and August, 2000.

## **FUTURE INVESTMENTS**

USDA will maintain its commitment to serve the Hispanic community and provide support to Hispanic Serving Institutions. All activities cited in the Summary will be continued and additional efforts are being made for FY 2001.

USDA will continue to carry out its outreach efforts to limited resource farmers, small farmers and seasonal farm workers. These initiatives include: funding to assist children of farm workers through their farm safety programs; funding for the creation of pesticide education for farm workers; hosting the Interagency Migrant Council; increased funding for the Hispanic Serving Institutions Education Grants Program; increased use of the E. Kika De La Garza Internship Program; and, additional Hispanics employed into professional positions within the US Department of Agriculture.

**MISSION**

**AREA**

**HIGHLIGHTS**

**FY 2000 PERFORMANCE REPORT**  
**SUMMARY OF AGENCY AWARDS, BY MISSION AREA AND AGENCY**  
**HISPANIC SERVING INSTITUTIONS**

<b>MISSION AREA AND AGENCY</b>	<b>AWARDS TO HSI's</b>
<b>FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS)</b>	
Farm Service Agency	\$234,795
Foreign Agricultural Service	123,122
Risk Management Agency	28,654
Total, FFAS	386,571
<b>FOOD, NUTRITION, AND CONSUMER SERVICES (FNCS)</b>	
Food and Nutrition Service	61,338
<b>FOOD SAFETY</b>	
Food Safety and Inspection Service	197,738
<b>NATURAL RESOURCES AND ENVIRONMENT (NRE)</b>	
Forest Service	1,830,387
Natural Resources Conservation Service	792,674
Total NRE	2,623,061
<b>RESEARCH, EDUCATION AND ECONOMICS (REE)</b>	
Agricultural Research Service	1,421,089
Cooperative State Research, Education, and Extension Service	23,281,106
Economic Research Service	21,370
National Agricultural Statistics Service	35,920
Total, REE	24,759,485
<b>RURAL DEVELOPMENT</b>	
<b>MARKETING AND REGULATORY PROGRAMS (MRP)</b>	
Agricultural Marketing Service	136,035
Animal and Plant Health Inspection Service	547,749
Grain Inspection, Packers, and Stockyards Administration	15,437
Total, MRP	699,221
<b>DEPARTMENTAL ACTIVITIES (DA)</b>	
Departmental Administration	359,513
Executive Operations	2,324
Office of the Chief Financial Officer	15,718
Office of the Chief Information Officer	2,464
Office of Communications	1,101
Office of the General Counsel	3,390
Office of the Inspector General	6,745
Office of the Secretary	487
Total, DA	391,742
<b>TOTAL, USDA, FY 2000</b>	<b>\$29,907,338</b>

**HISPANIC SERVING INSTITUTIONS  
FEDERAL AGENCY AWARDS TO INSTITUTIONS BY MISSION AREA  
FY 2000**

STATE/INSTITUTION	R&D	PE	TRAINING	F&E	FELLOWS	SFA	DIS	AI	OTHER	TOTALS
<b>FOREIGN FARM AND AGRICULTURAL SERVICES:</b>										
<b>CALIFORNIA</b>										
CALSTATE-FRESNO	\$10,400	0	0	0	0	0	0	0	0	\$10,400
CALSTATE-LOS ANGELES	0	0	0	0	\$17,000	0	0	0	0	\$17,000
<b>NEW MEXICO</b>										
NEW MEXICO STATE-MAIN CAMPUS	0	0	0	0	8,500	0	0	0	0	\$8,500
<b>PUERTO RICO</b>										
INTER AMERICAN UNIV OF PUERTO RICO-RIO PIE	0	0	0	0	8,500	0	0	0	0	\$8,500
UNIV OF PUERTO RICO-AGUADILLA	0	0	0	0	28,020	0	0	0	0	\$28,020
<b>TEXAS</b>										
ST MARYS UNIVERSITY	0	0	0	0	8,500	0	0	0	0	\$8,500
TEXAS A & M-KINGSVILLE	1,289	0	0	0	0	0	0	0	0	\$1,289
Agency Supported Liaisons	0	0	0	0	0	0	0	0	\$86,622	\$86,622
Undistributed	0	0	0	0	217,740	0	0	0	0	\$217,740
<b>TOTAL, FFAS FOR HSIs</b>	<b>11,689</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>288,260</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>86,622</b>	<b>\$386,571</b>
<b>RURAL DEVELOPMENT:</b>										
Agency Supported Liaisons	0	0	0	0	0	0	0	0	63,562	\$63,562
Undistributed	0	0	\$700,000	0	24,620	0	0	0	0	\$724,620
<b>TOTAL, RD FOR HSIs</b>	<b>0</b>	<b>0</b>	<b>700,000</b>	<b>0</b>	<b>24,620</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>63,562</b>	<b>\$788,182</b>
<b>FOOD, NUTRITION, AND CONSUMER SERVICES:</b>										
Agency Supported Liaisons	0	0	0	0	0	0	0	0	16,155	\$16,155
Undistributed	0	0	0	0	34,460	0	0	0	10,723	\$45,183
<b>TOTAL, FNCS FOR HSIs</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>34,460</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>26,878</b>	<b>\$61,338</b>

STATE/INSTITUTION	R&D	PE	TRAINING	F&E	FELLOWS	SFA	DIS*	AF*	OTHER	TOTALS
<b>FOOD SAFETY:</b>										
NEW MEXICO										
NEW MEXICO STATE-MAIN CAMPUS	0	\$20,000							0	\$20,000
PUERTORICO										
INTER AMERICAN UNIV OF PUERTO RICO-AGUADILLA						\$8,691			0	\$8,691
UNIV OF PUERTO RICO-AGUADILLA					45,792	0			0	\$45,792
Agency Supported Liaisons	0	0	0	0	0	0	0	0	86,855	\$86,855
Undistributed	0	20,000	0	0	16,400	0	0	0	0	\$36,400
<b>TOTAL, FS FOR HSI's</b>	<b>0</b>	<b>40,000</b>	<b>0</b>	<b>0</b>	<b>62,192</b>	<b>8,691</b>	<b>0</b>	<b>0</b>	<b>86,855</b>	<b>\$197,738</b>
<b>NATURAL RESOURCES AND ENVIRONMENT:</b>										
CALIFORNIA										
CALSTATE-BAKERSFIELD	1,000	0	0	0	0	0	0	0	0	\$1,000
CALSTATE-FRESNO	70,935	0	0	0	0	0	0	0	0	\$70,935
CALSTATE-NORTHRIIDGE	2,829	0	0	0	0	0	0	0	0	\$2,829
D-Q UNIVERSITY**	0	0	0	0	6,600	0	0	0	0	\$6,600
NEW MEXICO										
NEW MEXICO STATE-MAIN CAMPUS	305,088	0	0	0	104,000	70,000	0	0	0	\$479,088
UNIV OF NEW MEXICO-MAIN CAMPUS	42,096	0	0	0	0	0	0	0	0	\$42,096
PUERTORICO										
UNIV OF PUERTO RICO-MAYAGUEZ	0	280,000	0	0	0	0	0	0	0	\$280,000
TEXAS										
SUL ROSS STATE UNIVERSITY	0	0	0	0	0	1,000	0	0	0	\$1,000
Agency Supported Liaisons	0	0	0	0	0	0	0	0	419,053	\$419,053
Undistributed	0	0	0	0	1,320,460	0	0	0	0	\$1,320,460
<b>TOTAL, NRE FOR HSI's</b>	<b>421,948</b>	<b>280,000</b>	<b>0</b>	<b>0</b>	<b>1,431,060</b>	<b>71,000</b>	<b>0</b>	<b>0</b>	<b>419,053</b>	<b>\$2,623,061</b>



**STATE/INSTITUTION R&D PE TRAINING F&E FELLOWS SFA DIS\* AF\* OTHER TOTALS**  
**MARKETING AND REGULATORY PROGRAMS:**

FLORIDA

FLORIDA INTL UNIV	0	0	0	0	8,000	0	0	0	0	\$8,000
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NEW MEXICO

NEW MEXICO STATE GRANTS	0	0	0	0	8,500	0	0	0	0	\$8,500
NEW MEXICO STATE MAIN CAMPUS	0	0	0	0	2,862	0	0	0	0	\$2,862
UNIV OF NEW MEXICO-MAIN CAMPUS	0	0	0	0	17,000	0	0	0	0	\$17,000
UNIV OF NEW MEXICO-VALENCIA COUNTY BRANCH	0	0	0	0	8,500	0	0	0	0	\$8,500

PUERTO RICO

UNIV OF PUERTO RICO-BAYAMON	0	0	0	0	8,064	1,500	0	0	0	\$9,564
UNIV OF PUERTO RICO-CAYEY	0	0	0	0	0	4,614	0	0	0	\$4,614
UNIV OF PUERTO RICO-MAYAGUEZ	0	0	0	0	1,500	0	0	0	0	\$1,500
UNIV OF PUERTO RICO-RIO PIEDRAS	0	0	0	0	8,500	0	0	0	0	\$8,500

TEXAS

PALO ALTO COLLEGE	0	0	0	0	1,851	0	0	0	0	\$1,851
SUL ROSS STATE UNIVERSITY	0	0	0	0	1,500	0	0	0	0	\$1,500
TEXAS A & M -CORPUS CHRISTI	0	0	0	0	9,422	0	0	0	0	\$9,422
TEXAS A & M -KINGSVILLE	0	0	0	0	31,173	0	0	0	0	\$31,173
Agency Supported Liaisons	0	0	0	0	0	0	0	0	96,325	\$96,325
Undistributed	0	0	0	0	433,810	13,600	0	0	42,500	\$489,910
<b>TOTAL, MRP FOR HSIs</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>540,682</b>	<b>19,714</b>	<b>0</b>	<b>0</b>	<b>138,825</b>	<b>\$699,221</b>

**RESEARCH, EDUCATION, AND ECONOMICS:**

CALIFORNIA

CALSTATE-FRESNO	750	0	531	0	100,000	0	0	0	0	\$101,281
CALSTATE-SAN BERNARDINO	0	0	531	0	150,000	0	0	0	0	\$150,531
D-Q UNIVERSITY**	0	0	0	0	66,692	0	0	0	0	\$66,692
FRESNO CITY COLLEGE	0	0	0	0	9,000	0	0	0	0	\$9,000
HARTNELL COLLEGE	0	0	0	0	299,932	0	0	0	0	\$299,932
WEST HILLS CC	0	0	0	0	300,000	0	0	0	0	\$300,000

STATE/INSTITUTION	R&D	PE	TRAINING	F&E	FELLOWS	SFA	DIS*	AI*	OTHER	TOTALS
NEW MEXICO										
ALBUQUERQUE TECHNICAL VOCATIONAL INSTITUTE	0	0	531	0	0	0	0	0	0	\$531
LUNA VOCATIONAL TECHNICAL INSTITUTE	0	0	0	0	250,000	0	0	0	0	\$250,000
NEW MEXICO STATE-MAIN CAMPUS	4,322,501	0	0	0	212,085	8,300	\$3,032,882	0	0	\$7,575,768
WESTERN NEW MEXICO UNIV	0	0	0	\$1,700	8,500	0	0	0	0	\$10,200
NEW YORK										
CUNY HOSTOS CC	0	0	1,500	0	0	0	0	0	0	\$1,500
CUNY JOHN JAY COLLEGE CRIMINAL JUSTICE	0	0	0	0	0	0	0	0	0	\$0
CUNY LA GUARDIA CC	0	0	0	0	0	0	0	0	0	\$0
CUNY LEHMAN COLLEGE	0	0	0	0	0	0	0	0	0	\$0
CUNY NEW YORK CITY TECHNICAL COLLEGE	0	0	0	0	0	0	0	0	0	\$0
PUERTORICO										
PONTIFICAL CATHOLIC UNIV OF PUERTO RICO-MA	0	0	1,500	0	0	0	0	0	0	\$1,500
UNIV OF PUERTO RICO-AGUADILLA	25,704	0	0	0	0	0	0	0	0	\$25,704
UNIV OF PUERTO RICO-MAYAGUEZ	4,396,947	0	0	0	175,350	0	7,588,945	0	0	\$12,161,242
UNIV OF PUERTO RICO-RIO PIEDRAS	92,397	0	0	0	0	0	0	0	0	\$92,397
UNIVERSITY OF SACRED HEART	0	0	0	0	0	0	0	0	0	\$0
TEXAS										
HOWARD COUNTY JU CO DISTRICT	0	0	0	0	299,995	0	0	0	0	\$299,995
PALO ALTO COLLEGE	0	0	0	0	299,992	0	0	0	0	\$299,992
SAINT EDWARDS UNIVERSITY	0	0	0	0	299,875	0	0	0	0	\$299,875
TEXAS A & M -CORPUS CHRISTI	0	0	0	0	319,787	0	0	0	0	\$319,787
TEXAS A & M -KINGSVILLE	93,550	0	532	0	55,664	0	0	0	0	\$149,746
TEXAS STATE TECHNICAL COLLEGE-HARLINGEN	0	0	0	0	5,240	0	0	0	0	\$5,240
UNIVERSITY OF TEXAS-PAN AMERICAN	5,400	0	0	0	32,500	0	0	0	0	\$37,900
UNIVERSITY OF TEXAS AT BROWNSVILLE	0	0	0	0	263,664	0	0	0	0	\$263,664
Agency Supported Liaisons	0	0	0	0	0	0	0	0	88,452	\$88,452
Undistributed	0	0	6,033	0	263,620	0	0	\$7,600	1,671,303	\$1,948,556
<b>TOTAL, REE FOR HSIs</b>	<b>8,937,249</b>	<b>0</b>	<b>11,158</b>	<b>1,700</b>	<b>3,411,896</b>	<b>8,300</b>	<b>10,621,827</b>	<b>7,600</b>	<b>1,759,755</b>	<b>\$24,759,485</b>
<b>ALL OTHER DEPARTMENTAL ACTIVITIES:</b>										
NEW MEXICO										
SANTA FE CC	0	0	0	147,864	0	0	0	0	0	\$147,864
PUERTORICO										
INTER AMERICAN UNIV OF PUERTO RICO-AGUADILLA	0	0	0	42,555	0	0	0	0	0	\$42,555
UNIV OF PUERTO RICO-MAYAGUEZ	0	0	0	53,132	0	0	0	0	0	\$53,132
TEXAS										
UNIVERSITY OF TEXAS AT SAN ANTONIO	0	0	0	109,427	0	0	0	0	0	\$109,427
Agency Supported Liaisons	0	0	0	0	0	0	0	0	38,764	\$38,764
<b>TOTAL, ALL OTHER DA FOR HSIs</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>352,978</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>38,764</b>	<b>\$391,742</b>

## **FARM AND FOREIGN AGRICULTURAL SERVICES**

The mission of the Farm and Foreign Agricultural Services (FFAS) area is to ensure the well-being of U.S. agriculture through delivery of commodity, credit, conservation, insurance, and export programs. FFAS agencies include the Farm Service Agency (FSA), the Risk Management Agency (RMA), and the Foreign Agricultural Service (FAS). The Commodity Credit Corporation (CCC) is the source of funding for most of the conservation and commodity programs administered by FSA and the export programs administered by FAS.

### **FARM SERVICE AGENCY**

FSA has increased its emphasis on student employment programs to encourage students to pursue career opportunities within the Department of Agriculture and the FSA. During FY 2000, the Hispanic Association of Colleges and Universities was utilized to employ students nationwide in positions within their disciplines and to provide relevant and valuable work experiences. All of these programs have helped FSA to increase workforce diversity throughout the Agency. Major accomplishments have been made in the following areas:

USDA HACU Summer Intern Program: FSA has participated in this program during the past few years, employing Hispanic students nationwide. The objective of this program is to employ students in various levels of the organization, train and encourage them to pursue career opportunities in agriculture within the Agency. The Equal Employment Opportunity Branch coordinates with the HACU National Internship Program to recruit well-qualified and motivated Hispanic students who might consider Federal service as a career choice. Students must be active in community and campus activities and recommended by their advisors or professors. This program affords underrepresented undergraduate and graduate students exposure to functions and programs of FSA that could add diversity to our workforce in the future. FSA employed 11 summer and 5 fall students in FY 00.

FSA participated in conferences and seminars affiliated with minority serving institutions that provided valuable agriculture-related information, such as:

- Minorities in Agriculture, Natural Resources and Related Sciences
- National Office Mentoring Program
- 25<sup>th</sup> Annual Youth Motivation Task Force
- Teacher Work-based Exploration Sessions
- National Image Conference

## **RISK MANAGEMENT AGENCY**

During FY 2000, RMA participated in the Summer Intern program. Three students were employed under the Co-op program during FY 2000 in three of the field offices. The internships are arranged through a reimbursable agreement with the Cooperative State Research, Education, and Extension Service (CSREES) and USDA/HACU Leadership Group.

## **FOREIGN AGRICULTURAL SERVICE**

FAS has a continuing working relationship with Hispanic Serving Institutes and the Hispanic Association of Colleges and Universities on binational collaborative research projects of benefit to U.S. agriculture. FAS International Cooperative and Development (ICD) has established these cooperative agreements with HSIs to fund projects dealing with various aspects of technical agricultural research and assistance. These projects are funded by reimbursable contracts with the U.S. Agency for International Development (USAID). A total of \$11,689 in grant awards was provided for research projects. These projects include Special training programs for Foreign Fresno Foundation at Cal State-Fresno and a Genetics improvements of FABA (VICA) FABA research at Texas A&M University at Kingsville.

### **Summer Interns**

In FY 2000, FAS hired two summer interns through the HACU program and two HACU interns during the winter and spring semesters at the Agricultural Trade Office in Miami, Florida.

### **Outreach**

The FAS Hispanic Emphasis Program (HEP) has been very active conducting outreach and recruitment visits at various universities and career fairs in Texas, California and the Washington, DC area. FAS' HEP has worked cooperatively with other special emphasis program managers to increase the overall effectiveness of our outreach/recruitment activities, thereby reducing Agency costs.

FAS jointly participated with the USDA Hispanic Advisory Committee and APHIS in the National Multicultural Job Expo 2000 sponsored by Southwest Texas University. The event attracted over 250 employers and hundreds of students from Texas and the surrounding states. This career fair was an opportunity for USDA to market employment opportunities to students attending Southwest Texas State University, Texas A&M at College Station, Texas A&M International, Texas A&M at Kingsville, University of Texas at San Antonio, St. Mary's University, Sam Houston State University and New Mexico State.

### **Hispanic Serving Institute (HSI) Liaison Officer**

In August 2000, FAS detailed a full-time employee to New Mexico State University to serve as one of the USDA Hispanic Serving Institute Liaison Officers.

FAS contributed to the Departmental Liaison Officer Program through reimbursable agreement with the Cooperative State Research, Education, and Extension Service (CSREES).

## **AWARDS AND NARRATIVE INFORMATION**

### **Research and Development**

Award: \$10,000

College or University: Cal State-Fresno

Description of Program: Special training programs for Foreign Fresno Foundation

Award: \$1,289

College or University: Texas A&M University – Kingsville

Description of Program: Genetics improvements of FABA (VICA FABA)

### **Fellowships, Internships Traineeships, Recruitment, and IPAs**

Award: \$45,020

College or University: University of Puerto Rico and Cal State University-Los Angeles

Description of Program: Salaries paid to summer interns working under the HACU Program

### **Other**

FAS contributed to the Departmental Liaison Officer Program through reimbursable agreement.

## **RURAL DEVELOPMENT**

The Rural Development (RD) mission area strives to improve the quality of life for rural Americans and to create opportunities for rural businesses and cooperatives to compete in the global marketplace. RD provides financial and technical assistance to help individuals, local communities and rural businesses, concentrating on those with the greatest need. These opportunities include decent, safe, affordable housing, establishment of rural businesses and community facilities, development of modern and affordable water and waste services, and installation of electric and telecommunications services. Three agencies comprising the RD mission area are the Rural Housing Service (RHS), the Rural Utilities Service (RUS), and the Rural Business-Cooperative Service (RBS). Under the Department's streamlining and reorganization effort, the field office delivery system for the three agencies was consolidated and is now co-located within the USDA Service Centers.

In FY 2000, RD provided funding through the Distance Learning and Telemedicine grant program to Western New Mexico University. An additional Distance Learning and Telemedicine grant provided funds to the Texas A&M University system. RD also supported its portion of the USDA/HACU Leadership Group funding.

## **FOOD, NUTRITION, AND CONSUMER SERVICES**

The Food and Nutrition Service (FNS) administers America's domestic nutrition programs. The mission of FNS is to improve the nutritional levels of Americans by providing children and needy families better access to a healthful diet. FNS fulfills its mission through programs dealing with nutrition promotion and direct nutrition assistance. Food stamps remain the cornerstone of the National commitment to protect the nutrition, health, and well being of low-income families with other programs serving specific categories of the population. Increasing the public understanding of proper nutrition is also promoted through the nutrition assistance programs.

In FY 2000, the Food and Nutrition Service (FNS) supported Educational Excellence for Hispanic Americans through its use of the Hispanic Association of Colleges and Universities (HACU) Intern program and the Summer Intern Program.

FNS sponsored two HACU interns in FY 2000, although the agency tried and was unsuccessful at hiring additional interns. The agency also hired two interns through its Summer Intern Program who attended Hispanic-Serving Institutions.

The agency supports the USDA Hispanic Leadership Group through the efforts of two of its senior executives. FNS remains committed to recruitment efforts focused on identifying qualified women and minorities, and has made this an element of its strategic plan and annual performance plan under the Government Performance and Results Act (GPRA). Hispanic-Serving institutions are targeted in the agency's automated vacancy announcement system, and the ads have been placed regularly for the past several years in the "Anuario Hispano", a resource and referral guide targeted at the Hispanic community.

## FOOD SAFETY

Food Safety, the public health mission area of USDA, provides scientific focus, leadership and expertise in addressing the important domestic and international public health and safety issues related to meat, poultry, and egg products regulated by the Food Safety and Inspection Service (FSIS) and the general oversight of the Office of the U.S. manager of the Codex Alimentarius Commission. Food Safety also leads efforts within the Department to respond to food safety emergencies and coordinates policies and program development with other departments, international organizations, other countries, and State and local governments on these food safety issues.

During FY 2000, in support of the Executive Orders to promote educational advancement and equity for minority institutions, the Food Safety and Inspection Service (FSIS) utilized its cooperative agreement authority to enter into agreements with Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs), and Tribal Colleges and Universities (TCUs) to develop outreach efforts in animal production food safety to small producers in underserved and/or under-represented communities. Two of the nine minority-serving institutions receiving funds in FY 2000 were HSIs.

Consistent with the President's directions, this initiative enhanced the diversification of partnerships between States, Tribes, industry, universities, and the public to improve the safety of the food supply. Programs developed by the minority serving institutions were delivered through various outreach activities and offered technical training and information to small farmers with an emphasis on reaching producers in the minority communities. The schools conducted animal production food safety educational initiatives to improve the ability of food animal producers to maintain sustainable operations as they address their food safety responsibilities. The training focused on improving food safety and quality assurance outreach efforts to small producers in the underserved and/or under-represented communities in their area. Examples of food safety-related production practices include:

- Adoption of residue avoidance and food safety preventive practices defined in commodity Good Production Practices and Quality Assurance Programs (QAPs), including judicious use of pesticides, biologics, and animal drugs.
- Adoption of pathogen reduction and prevention practices which are intended to contribute to food safety and enhance animal health and productivity, e.g., those involving feed, water quality, and animal waste management.
- Animal or premise identification (source of animals or eggs).
- Record keeping of management practices (medicated animal feeds, diseases, antibiotic treatments, etc.).
- Quality Assurance Certification, third party audited programs, and other processes providing assurances of food safety between animal suppliers and purchasers.



- Managed culling practices to foster avoidance of illegal drug residues and promote humane treatment of farm animals.
- Efforts to address zoonotic and human pathogens in herd health hygienic and bio-security preventive strategies.
- Maintenance of good sanitation practices in production, transportation, and marketing of food animals.

FSIS began a major outreach, training, and information initiative during FY 1999 to assist the nation's very small meat and poultry processors implement Hazard Analysis and Critical Control Points (HACCP), a preventive approach to reduce food safety risks. In support of the Executive Orders to promote educational advancement and equity for minority institutions, FSIS awarded funds to several colleges and universities to provide technical assistance to very small plant owners. The outreach strategy was designed to ensure that FSIS reached the diverse group of individuals who own very small meat and poultry plants. To ensure the continued success of HACCP in very small plants and to be responsive to the diverse needs of stakeholders in the farm to table food safety initiative, the Agency continued to partner in this outreach program with the HSIs and others during FY 2000. These activities will result in the development and dissemination of additional educational materials to small and very small plant owners during FY 2001.

The FSIS Professional Recruitment Program includes more than 30 diverse agency personnel who are assigned to HSIs, and other higher education institutions around the country, to conduct targeted recruitment activities. Recruiters include alumni of HSIs.

FSIS conducted a special recruitment activity at the University of Puerto (UPR). In addition to participating in the UPR Career Fair, FSIS recruiters and personnel officials met with university officials at the three largest UPR campuses and one private university. These contacts were invaluable in providing the agency with direct contacts for student recruitment, discussing the faculty exchange opportunities, and providing information on the agency's new occupation, consumer safety officer. The immediate result of this activity was the hiring of seven summer interns. The agency will participate in UPR career fairs during FY 2001 to continue to build our network of contacts with UPR officials and students. These recruitment activities will focus on generating applicants for the hiring of new FSIS staff in the food safety field.

The Agency continued to use student employment programs during FY 2000 to introduce students to career opportunities and build an applicant pool for the future. We will also continue to participate in the annual conference of the Hispanic Association of Colleges and Universities. This organization represents and includes participation by many HSIs.

FSIS supports the educational needs of the Hispanic community in the District of Columbia through the voluntary participation of headquarters employees in USDA's Adopt-A-School program. In this program, FSIS headquarters employees have adopted the Lincoln Multicultural Middle School, a public school in Washington, DC with a predominantly Hispanic student population. During FY 2000 FSIS employees participated in a diverse list of activities supporting the school. Many employees acted as tutors and mentors to individual Lincoln

students. Other FSIS employees served as judges for the school's annual science fair, after which the winners were invited to an awards ceremony at the Agriculture South Building conducted by senior FSIS executives. Headquarters employees also support the school through contributions of equipment, books, and funding. An annual clothing drive provides for the neediest students attending the school. In FY 2000 the FSIS employees participating in the Lincoln Multicultural Middle School Adopt-A-School Program received a group honor award from the Secretary of Agriculture in recognition of their support of the school.

Areas of awards include:

### **Program Evaluation:**

#### **Animal Production Food Safety Cooperative Agreements:**

In FY 2000, FSIS utilized its cooperative agreement authority to enter into agreements with Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs), and Tribal Colleges and Universities (TCUs) to develop outreach efforts in animal production food safety to small producers in the underserved and/or under-represented communities. The schools were encouraged to form partnerships to work together to accomplish this training.

The following institutions participated as cooperators in FY 2000:

**Langston University (HBCU), Crown Point Institute of Technology (TCU), New Mexico State University (HSI)**-This cooperative activity facilitated the development of training material on goat, beef and sheep production and a web site on animal production food safety. Langston University took the lead and developed a goat component module, New Mexico State University developed a beef component module, and Crown Point Institute of Technology developed a sheep component module. This contract is significant because it provided an opportunity for an 1890, a 1994 and a Hispanic serving institution to work together to improve food safety production practices of small beef, sheep and goat producers in New Mexico and Oklahoma. (\$60,000)

**Caguas Central College, Puerto Rico** -- This contract proposed to improve knowledge dissemination on food safety issues and quality assurance practices among small producers located in Puerto Rico as a means of reducing food safety hazards. Caguas Central College focused on the development of materials to present in site visits to the different slaughterhouses. The presentation and materials outlined a comprehensive risk-based approach to chemical residues, pesticides and other hazards based upon slaughter establishments assuming full responsibility for food safety under HACCP. Caguas Central College trained 50 persons employed by small plants and 50 persons who work in small cattle ranches in basic HACCP principles. It held meetings of the ranchers, producer employees, and buyers or members of different organizations to form a coalition for food safety training. The college has a web page [www.TDRC.org](http://www.TDRC.org) used to disseminate the information on procedures and effectiveness of HACCP. It includes the Safe/serve registered trademark component for retail food handlers and soon will include basics on consumer education. (\$20,000)

**Other Agreements:**

**University of Puerto Rico, San Juan (HSI)** -- A memorandum of understanding was signed between the university, FSIS, and FDA, to develop educational programs on U.S. food safety laws and regulations; to conduct outreach programs designed to recruit Hispanic professionals; and, to establish cooperative activities among North and South American academic institution and other organizations. (No funding in FY 2000)

**Training:**

FSIS has an ongoing contract with Texas A&M University at College Station (TAMU) to providing and support to the FSIS Training Center established on the TAMU campus.

Texas A&M University	\$5,159,582
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**Fellowships and Student Tuition Assistance:**

Recruitment -- On-Campus Visits to New Mexico University and the University of Puerto Rico

1 Intern from the HACU Summer Intern Program

Students from other Intern Programs include: 1 Intern from Inter American University of Puerto Rico, and 7 Students from the University of Puerto Rico, San Juan

USDA's Adopt-A-School Program -- FSIS supports the educational needs of the Hispanic community in the District of Columbia through the voluntary participation of headquarters employees in USDA's Adopt-A-School program. In this program, FSIS headquarters employees have adopted the Lincoln Multicultural Middle School, a public school in Washington, DC with a predominantly Hispanic student population.

**Other:**

FSIS also supported the HACU Liaison Officers.

## **NATURAL RESOURCES AND ENVIRONMENT**

The Natural Resources and Environment mission area promotes conservation and sustainable use of natural resources on the Nation's private lands through education, technical and financial assistance. The mission area is also responsible for meeting public demands for recreation, timber and other goods and services through management of approximately 192 million acres of National Forests and Grasslands. The Administration is committed to preserving natural resources for future generations through assistance to farmers, ranchers, and other private landowners and through sound management of public lands.

### **FOREST SERVICE**

The Northern Region established the Idaho Initiative for recruiting from minority populations within Idaho in addition to using the national and regional initiatives. They also have International Forestry work with the Idaho Panhandle National Forests' (IPNF) sister-forest, Bosque La Primavera in Jalisco, Mexico. Idaho is working in a partnership with HACU in order to expand on the International initiative. The IPNF hosted 12 students through the International Volunteer Intern Program for an eight-week period between July and August. Representation included four students from the Universidad Autonoma de Guadalajara, five students from the Universidad de Guadalajara, and three students from the Universidad Autonoma de Nuevo Leon. Students were placed at St. Maries, (St. Joe Ranger District); Priest Lake; and Fernan, (Coeur d'Alene River Ranger District). Also, students were placed on the Nez Perce National Forest. To date, this program has hosted 45 students from Mexican universities to the Idaho Panhandle National Forests and previously participating FS units in Utah and Oregon.

Participants in this effort were Manager of USDA Hispanic Initiative, HEPM on Lincoln NF, HEPM on Wasatch-Cache, Mexican Representatives of SEMARNAP, HEPM on IPNF, and Deputy Forest Supervisor, IPNF.

Research and development activities that FS undertook with Hispanic Serving Institutions include: California State – Fresno for extramural research; California State - Northridge for extramural research; New Mexico State – Main Campus for extramural research, and; the University of New Mexico – Main Campus for extramural research.

D-Q University was provided capacity building funds to enhance their natural resource programs.

### **NATURAL RESOURCES CONSERVATION SERVICE**

The Natural Resources Conservation Service (NRCS) has been active in its support of Hispanic higher education. The commitment to this effort is exemplified in the following:

- The NRCS has continued to support the Hispanic Serving Institutions (HSIs) by paying the salary and benefits for one HSI Liaison.

- NRCS has continued to support the National Hispanic Environmental Conference (NHEC) by providing \$20,000 for the conference held in Denver in May. NHEC sponsors mainly Hispanic students from throughout the country to its conference to expose them to Natural Resource and Environment agencies. Approximately 250 students participated in the conference. Specialists in those agencies present various topics on natural resource and environmental issues. A day in the field is spent with students showing them conservation practices and talking to them about NRCS as a whole. In addition, a career day with agency representatives, exhibits and handouts is held where students can ask about career opportunities with those agencies. NRCS had two exhibits in Denver last year. The NRCS National Hispanic Emphasis Program Manager was also a presenter, moderator and exhibitor at the conference.
- NRCS continues to support the HACU Summer Intern Program by allocating funds for 10 summer internship positions. National Headquarters funds the positions with the positions being in the states. \$100,000 is committed for this effort and it has been very successful and beneficial for the students as well as for the supervisors.
- NRCS Soils Division continues to work with the Liaison at New Mexico State University in Las Cruces, New Mexico, who identified a student for a full scholarship for her undergraduate work in soils. This is a historical first for a Hispanic woman to be awarded such a scholarship.
- The USDA/HSI liaisons have held a number of Ag Awareness Days to expose students to different USDA agencies.
- NRCS allocated \$60,000 to continue support to the Project del Rio that monitors Water Quality on the U. S. and Mexico border states.
- NRCS has been very supportive of the National Organization of Hispanic NRCS Employees (NOPHNRCSE). Top agency leaders attended the conference last year. NOPHNRCSE sponsored ten students to attend the conference and several of them were given scholarships by NOPHNRCSE. The conference was held in Washington, D. C. this year.
- The network that the HEPMs have in NRCS and the working relationship they have with NOPHNRCSE makes the sharing of scholarship information accessible across the country within minutes. Potential students are notified, as are the liaisons about the scholarships.

## **MARKETING AND REGULATORY PROGRAMS**

The mission of the Marketing and Regulatory Programs agencies is to expand the domestic and international marketing of U.S. agricultural products and to protect the health and care of animals and plants. These programs improve market competitiveness and the farm economy for the overall benefit of both consumers and American agriculture.

The Marketing and Regulatory Programs are administered by three agencies: the Animal and Plant Health Inspection Service (APHIS); the Agricultural Marketing Service (AMS); and the Grain Inspection Packers and Stockyards Administration (GIPSA).

### **ANIMAL AND PLANT HEALTH INSPECTION SERVICE**

Student Employment Programs - APHIS continued to be aggressive in its recruitment of students through a network of approximately 450 colleges and universities, professional organizations, agency recruiters, and special interest groups. APHIS program areas nationwide participated and supported a total of 308 student employees during FY 2000 through various employment/appointment authorities (Summer Intern Program (SIP), Student Career Enhancement Program (SCEP), Student Training & Experience Program (STEP), temporary hires and Stay In School appointments.

E. (Kika) De La Garza Internship Program (formerly HACU) provides college students from institutions with significant enrollment of Hispanic students the opportunity to explore a potential Federal service career. Internship assignments are tailored and monitored by HACU for quality of professional development experiences that will allow students to make more educated career choices and enhance the student's skills in their area of study.

APHIS, PPQ and TRC programs participated in the grant agreement to sponsor five HACU students during the summer term.

Toll-Free Telephone Line - Our Office of Recruitment maintains a toll-free 800-telephone line that advertises extensively in MRP recruitment brochures, give-aways, etc. This service receives a constant amount of inquiries from the general public, particularly students, who are seeking information and advice about careers in MRP/USDA. During periods when schools are in session, a heavy, constant volume of calls is received in response to the MRP scholarship opportunities that we offer. These scholarships, based on the Student Career Experience Program authorities, are advertised to students, particularly from minority institutions. The toll-free number is a primary source of information for these students in obtaining the required information that assists them in making application to our opportunities.

## **AGRICULTURAL MARKETING SERVICE**

AMS hired 12 students who attend Hispanic Serving Institutions: one from the University of Puerto Rico, two students from Texas A & M University-Kingsville, and one student who graduated from Florida International University. Three students were hired through the Career Experience Program and attend Texas A & M-Kingsville. One Native American Intern Student (WINS) hired for the summer attends New Mexico State-Grant Campus, two WINS students attend the University of New Mexico-Main Campus, and another WINS student attends the University of New Mexico-Valencia County branch.

AMS recruited at the following Universities and Colleges: Sul Ross University, New Mexico State, Palo Alto College, Texas A&M University-Kingsville, Texas A&M University-Corpus Christi, and Texas A&M-College Station. In addition, AMS contributes \$21,000 to the USDA Hispanic Advisory Council (HAC). The HAC program supports partnerships with mission areas to improve Hispanic employment at USDA.

AMS contributes \$32,000 to the USDA/HACU Leadership Group. This program fosters educational excellence in the Hispanic community and also promotes Hispanic participation in fulfilling the USDA/AMS mission.

## **GRAIN INSPECTION, PACKERS, & STOCKYARDS ADMINISTRATION**

The following is the Educational Excellence for Hispanic American initiatives supported by GIPSA in FY 00.

USDA/Summer Intern Program:

The Agency continued its support for this Departmental initiative and provided summer employment for students through the SCEP and STEP for all HBCUs, HSIs, WINS, and other institutions of higher education. The student hired in the HACU program attends the University of Puerto Rico-Rio Piedras campus.

To address the President's Executive Order 12900, the White House Initiative on Educational Excellence for Hispanic Americans, the Employment Officers Council, together with the Hispanic Employment Program Managers, developed a comprehensive recruitment plan to address underrepresentation in Hispanic employment in USDA. The recruitment plan targets both college students and persons with professional or administrative work experience. To assist the HSI Liaisons in the recruitment process, the Department requested representation from all mission areas. GIPSA assigned three employees to be a part of this team and they received training on recruitment in September 2000. These employees are a part of the Hispanic Recruitment Cadre and will participate in a full range of recruitment events in cooperation with USDA's Hispanic Liaison Officers coordinated by the Department's Hispanic Employment Program Manager.

## **RESEARCH, EDUCATION, AND ECONOMICS**

The Research, Education, and Economics (REE) mission area is assigned Federal leadership responsibility for the discovery, application, and dissemination of information and technologies spanning the biological, physical, and social sciences through agricultural research, education and extension activities and economic and statistical analysis. REE responsibilities are carried out by four agencies:

- The Agricultural Research Service (ARS) is the principal in-house research agency in USDA in the areas of natural and biological sciences.
- The Cooperative State Research, Education, and Extension Service (CSREES) is the Federal partner with land-grant and non-land grant colleges and universities in carrying out extramural research, higher education, and extension activities.
- The Economic Research Service (ERS) is the principal intramural social science research agency in USDA.
- The National Agricultural Statistics Service (NASS) provides the official current statistics on agricultural production and indicators of the economic and environmental welfare of the farm sector. In 1997, NASS assumed responsibility for conducting the Census of Agriculture, previously conducted by the Bureau of the Census of the Department of Commerce.

### **AGRICULTURAL RESEARCH SERVICE**

ARS representative attended Entomological Society of America Conference in Atlanta, Georgia. Resumes and contacts were obtained from Hispanic Entomologists.

ARS representatives attended the Annual Society for the Advancement of Chicanos and Native Americans in Science (SACNAS) conference held in Portland, OR. A number of excellent minority Ph.D. and graduate students visited the ARS booth. The HRD staff is making follow-up contact. ARS also participated in the National Hispanic Environmental Conference.

Provided research information to a grower group with the aid of a Spanish translator to facilitate the transfer of information to the Hispanic community.

Recruited and hired Hispanic Ph.D.'s as Research Associate Post-Doctorates, Masters degree candidates, term appointees, seasonal hires, Hispanic students under the HACU program, and student programs under the STEP and SCEP hiring authorities. Mentor scientists were selected to work with Hispanic students.

Distributed information on ARS' Sci4Kids web site (available in Spanish) along with information on the National Agricultural Library's (NAL) Youth and Kids Pages in Agriculture. Also sent copies of "Science in Your Shopping Cart" and "Agricultural Research" magazine to middle schools in predominately Hispanic communities.

ARS representatives participated in the 14<sup>th</sup> Annual Rio Grande High Technology Minority and Women Job Fair held in Albuquerque, NM. The students, predominately Hispanic, attended by



invitation from colleges and universities in New Mexico. Resumes have been shared with ARS locations and the Human Resources Division.

New Mexico State University: Represented ARS at the USDA Career Showcase.

Paid tuition and books for Hispanic students from University of Texas - Pan American, Texas State Technical College, and South Texas Community College.

Two Hispanic employees attended 5<sup>th</sup> National Hispanic Sustainable Energy and Environmental Conference in Denver, CO.

ARS scientist hosted a tour for scientists from Universidad Autonoma Antonio Narro, Saltillo, Mexico.

A specific Cooperative Agreement with New Mexico State University on calf pasteurellosis was extended with the Mycotoxin Research Unit, Peoria, IL.

Two ARS employees worked diligently with the Arizona Agri-Business and Equine Center (AAEC) in creating two summer positions for two outstanding Hispanic students currently in school.

An ARS Engineer represented the agency at The National Hispanic Environmental Council (NHEC).

An ARS Research Leader continues to serve on the Department's Hispanic Committee.

Attended the Image Conference (Hispanic Employment issues) in San Juan, Puerto Rico.

Presented a tour of research facilities to Spanish scientists who work for a large Spanish nursery.

ARS scientists attended a luncheon (hosted by Heritage College). Several staff from the college, members and employees of the Yakima Nation, Hispanic farmers, and others. Discussions covered a variety of subjects that included the needs of Hispanic farmers. The undersecretary for Research, Education, and Economics spoke about the role of USDA and colleges in educational and career opportunities for Hispanic communities

## **NATIONAL AGRICULTURAL LIBRARY**

During FY 2000, the National Agricultural Library's (NAL) provided support for Hispanic-Serving Institutions in three areas: training; fellowships and internships; and student tuition assistance involving three institutions of higher education. HSI awards for FY 2000 total \$11,500.

USDA Hispanic Serving Institution Fellowship Program. The National Agricultural Library provided a detailed overview of its operations, programs and Services for the assistant librarian, Agricultural Experiment Station, Mayaguez Campus, as part of the USDA training for HSI Fellows.

Summer Internship. NAL employed an American Indian college student intern through the American University-sponsored Washington Internship for Native Students (WINS) Program. The student was enrolled at the Western New Mexico University.

Student Temporary Employment Program (STEP). NAL employed one college student who is enrolled at the University of New Mexico-Albuquerque.

Specific funding initiatives for the Agricultural Research Service in the area of research and development include:

- 1) New Mexico State University -- Cooperative Agreement on onion germplasm; Cooperative Agreement entitled "Cotton Breeding and Ginning to Enhance Quality and Spinnability of Acala 1517 Cottons"; Cooperative Agreement entitled "Desert Rangeland Management"; Reimbursable Agreement entitled "Insuring Long-Term Viability of the Southwestern Chile Pepper Industry"; Cooperative Agreement entitled "Locoweed Ecology and Toxicology"; Cooperative Agreement entitled "Southwestern Pecan Research".
- 2) California State University, Fresno -- Cooperative Agreement entitled "Science Education Experience for Disadvantaged Student Program (SEED)".
- 3) University of Texas Pan-American -- Cooperative Agreement entitled "European/Africanized Honey Bee Parasite and Predator Biology: *Varroa jacobsoni* and *Aethina turnida*".
- 4) University of Puerto Rico -- Cooperative Agreement proposal entitled "Rice Winter Nursery".
- 5) Michigan State University, an Associate Hispanic Member -- Cooperative Agreement on sugarbeet breeding was entered into with the Sugarbeet & Bean Research Unit.

Training activities included ARS personnel making presentations at the USDA Interdisciplinary Partnership and Opportunities Workshop, Fresno, CA and Albuquerque, NM to highlight partnership opportunities between southwestern U.S. Colleges and Universities and the USDA by focusing on available grants, special project collaboration, faculty/staff exchange, student employment opportunities, and federal excess property donations.

In the area of fellowships, internships, traineeships, and IPAs ARS worked with New Mexico State University to recruit and hire an Hispanic female Ph.D. as a Research Associate Post-Doctoral; recruited and hired an Hispanic female Ph.D. At the University of Texas - Pan American, ARS paid salary and benefits for Hispanic SCEP and STEP students. ARS also showed salary and benefits for a Hispanic SCEP student at Texas State Technical College. The ARS office in Mayaguez (University of Puerto Rico) hired three Hispanic college students.

## **COOPERATIVE STATE RESEARCH, EDUCATION, AND EXTENSION SERVICE**

The Cooperative State Research, Education, and Extension Service is committed to maintaining and enhancing partnerships with the Latino community in order to assist in the continued improvement and success of the food and fiber system in the institutions serving Latinos and the Latino communities being served by those institutions.

### **PROGRAMS AND ACTIVITIES**

1) USDA-HACU Leadership Group Activities. CSREES has continued to serve as home for the program office working to accomplish the goals of the USDA-HACU Leadership Group. Established by the Secretary, the Leadership Group supports the long-term ability of Hispanic Serving-Institutions (HSI) to carry out programs that contribute to the national interest of the U.S. agricultural community. The office is responsible for administering and supporting the HSI Liaison Officer Program, the USDA Loaned Executive to HACU, the E. (Kika) de la Garza National Internship Program, the USDA-HSI Fellows Program and the newly established USDA-HSI Scholars Program.

USDA continues to expand its support of the HSIs by investing human resources to further advance the partnerships. Currently the following positions have been established: national program director; national program assistant; six USDA-HSI liaisons; and one HACU intern.

The USDA Hispanic Liaison Officer is charged with establishing and developing programs to strengthen the partnership between USDA and the HSIs and to provide USDA resources for these colleges and universities capacity building, which in turn will result in more resources to implement USDA's mission and increase cultural diversity in USDA's workforce. Each HSI Liaison tailored the work plans to particular needs of the local HSIs, based on a group of core areas such as internships, faculty capacity building, grants, outreach, recruitment, capacity building training and seminars, and coordinating meetings and activities of mutual interest between the HSIs and the USDA. The Liaison serves as the principal contact between the local targeted stakeholders and USDA.

The USDA-HSI Fellows Program was created to strengthen the USDA partnership with the HSIs and enhance HSI faculty's professional growth, thereby improving the quality of teaching extension and research programs at participating institutions. In fiscal year (FY) 2000 USDA hosted 13 HSI faculty and staff representing 10 institutions. Time spent at USDA varied from a 1-week orientation program to 6 weeks of intensive research at a lab.

2) Contributions to HSIs. An on-going program is the Hispanic Serving Institutions Education Grants Program, the only USDA competitive grants program specifically targeted to Hispanic Serving Institutions. It is designed to promote and strengthen the ability of Hispanic Serving Institutions to carry out education programs that attract, retain, and graduate outstanding students capable of enhancing the nation's food and agricultural scientific and professional work force. Projects may involve individual institutions, consortia of HSIs, cooperative initiatives between two or more HSIs or with other colleges and universities, units of government, or the private sector.

Through this program, USDA envisions the development of new or expanded food, fiber, natural resources, and other agricultural related curricula; an increased number of HSIs offering course work and degrees in the food and agricultural sciences; and expansion of outreach programs to encourage more Hispanic students to attend college and consider careers in the food and agricultural sciences; an increased number of Hispanic students pursuing college degree programs and taking courses in the food and agricultural sciences; the development of university and business partnerships for training students in agribusiness and agriscience careers; and, in increased number of university/business consortia established to obtain and expand educational resources for agriculture.

In FY 2000 the Congress funded the program at \$2.85 million which allowed funding for 13 proposals. FY 2001 funding authorized an increase to \$3.5 million.

### **Research and Development**

Hatch Act — The Hatch Act formula funds support research on all aspects of agriculture, including soil and water conservation and use; plant and animal production, protection, and health; processing, management and range products, multiple use of forest and rangelands, and urban forestry; aquaculture; family and consumer sciences; human nutrition; rural and community development; sustainable agriculture; molecular biology; and , biotechnology. Research is conducted on problems of local, State, regional, and/or national concern. In FY 2000, a total of \$5,435,823 was awarded to the University of Puerto Rico-Mayaguez and New Mexico State University in Las Cruces.

McIntire-Stennis — The McIntire-Stennis Cooperative Forestry Program formula funds support research to facilitate wise choices in the utilization of the Nation's forest resources. \$375,281 were awarded to the two land-grant institutions (University of Puerto Rico-Mayaguez and New Mexico State) in FY 2000.

Animal Health —The Animal Health and Disease Program formula funds improve the health and productivity of animals and the welfare of producers and consumers of animal products. In FY 2000 a total of \$45,706 were awarded to the two land-grant institutions.

Special Research Grants — CSREES administers a program of Special Research Grants for the purpose of conducting research to facilitate or expand promising breakthrough in areas of the food and agricultural sciences important to the United States. Special Research Grants are awarded on a competitive, as well as a discretionary, basis. Grants awarded during FY 2000 include research for alternative crops for arid lands at Texas A&M University-Kingsville; research for oil resources from desert plants; nematode resistance genetic engineering; organic waste utilization; southwest consortium for plant genetics; Phytophthora root rot; plant, drought, and disease resistance gene cataloging; and rangeland ecosystems (all at New Mexico State University), and; at the University of Puerto Rico-Mayaguez, tropical and sub-tropical research as well as research on Pest Management Alternatives.

## **Training**

Members of the Higher Education Programs (HEP) staff made presentations on USDA grants programs and other opportunities for Hispanic-Serving Institutions at HACU's National Convention in November 1999.

HEP staff presented four grants writing workshops for HSIs (at Kingsville, Texas in December 1999; at Fresno, California on September 19-20, 2000; at San Bernardino, California on January 13-14, 2000; and at Albuquerque, New Mexico on September 21-22, 2000).

A CSREES Orientation Program for USDA Hispanic-Serving Institutions (HSI) Liaison Officers, HSI Faculty Fellows, staff of the Hispanic Association of Colleges and Universities (HACU), WINS students, and HACU student interns was held on July 12, 2000, in Washington, DC.

## **Fellowships, Internships, Traineeships, Recruitment, and IPAs**

\$2.85 million were appropriated for the Hispanic Serving Institutions Grants Program for FY 2000. 13 projects were funded from the 32 proposals received. One outstanding project at Hartnell College (CA) is helping to implement its Agricultural Production degree and certificate programs, and strengthening activities such as outreach to local high schools and migrant families, and special career-oriented programs. A project at Palo Alto College (TX) is improving access and success of students by extending and enhancing a veterinary technology program through distance education and hands-on, practical experiences. St. Edward's University, in partnership with the University of Texas at Austin and Monsanto, will pursue basic and applied research, develop appropriate laboratory facilities on campus to support such research, and instigate undergraduate curricula introducing the concepts and practices of research in the agricultural sciences. After completion of the curricula, students will then be given an opportunity to intern at one of the partner research facilities.

The Multi-Cultural Scholars Program is a competitive grants program that helps increase the multi cultural diversity of the scientific and professional workforce through a scholarship program for undergraduates and first professional degree students. The Program provides grants to universities, which then award scholarships and provide training and guidance to outstanding students from under-represented groups to prepare for careers in agriculture, human sciences, veterinary medicine, and natural resources. The Multi-Cultural Scholars Program provided awards to two Hispanic Serving Institutions during FY 2000. Both Cal State-Fresno and Eastern New Mexico University were awarded \$100,000

USDA also authorized the IPA for an Extension Specialist from Michigan State University to serve in the Office of Outreach and assist outreach into Latino communities and migrant farm worker issues.

The total amount of internships for the E. (Kika) de la Garza Internship Program was funded through CSREES.

## **Direct Institutional Support**

Federal contributions for cooperative extension work are primarily derived from Section 3b&c formula funds appropriated under the Smith-Lever Act of 1914. These funds are used mainly to fund Extension Base Programs. The Base Programs are major educational efforts with the wider communities that are central to the mission of the Cooperative Extension System and common to most Extension units. Schools receiving this direct support include the University of Puerto Rico-Mayaguez and New Mexico State University.

## **ECONOMIC RESEARCH SERVICE**

The Economic Research Service (ERS) contributes to achieving excellence for Hispanic Americans through cooperative research with institutions of higher education attended by substantial numbers of Hispanic students, support of Hispanic students, and research that focuses on issues of particular importance to Hispanic and other minority communities in the United States.

ERS has developed cooperative research relationships with quite a number of schools with substantial representation of Hispanic students. The range of research topics covered is very broad; the funding totals \$655,000. Among the research efforts is a series of small grants aimed at supporting research to identify approaches to designing and evaluating food assistance programs serving ethnically diverse, low-income populations. One in particular was a study to examine the effectiveness of a survey instrument used for measuring food security in Hispanic households. ERS also conducts in-house research focusing on issues of importance to the Hispanic community. In FY 2000, ERS released a recent work on housing opportunities for rural minorities. Study findings were reported in *Meeting the Housing Needs of Rural Residents* and several issues of *Rural America*. The study indicated that 4 million households in nonmetro areas were classified as housing poor, based on a new measure of housing disadvantage. Nonmetro Hispanic, Black, and other minority households were more likely than their white counterparts to be in housing poverty. The December 2000 issue of *Rural Conditions and Trends* featured the changing supply and demand of rural low-wage workers, who are overwhelmingly women and minorities. ERS reported that, although favorable economic performance has benefited many rural people, it has not benefited all rural people and areas equally and went on to discuss the possibilities and limitations of Government programs aimed at providing assistance.

In October 1999, ERS and Penn State University cosponsored a conference, funded in FY 1998, on "The Dynamics of Hired Farm Labor: Constraints and Community Response." A highlight of the conference was a presentation by a panel of teachers and former students from Edcouch-Elsa High School, which serves students from an overwhelmingly poor Latino farm workers community in South Texas. The panel provided an alternative view of the farm work population that emphasized the strengths and contributions of hired farm labor.

ERS seeks to increase the diversity of its workforce through use of internships. Since the inception of the USDA-Hispanic Association of Colleges and Universities (HACU) summer intern program, ERS has had an intern each summer. These interns have all worked in the computer field and have proved to be successful additions to the agency's staff. In the summer of 2000, ERS's HACU student came from a Hispanic Serving Institution, Fresno State University, and spent the summer as a computer specialist. Earlier HACU interns have been hired by the agency on student appointments and have continued to work in the agency part time through the

school year and full time in the summers. The HACU intern program has contributed significantly to both short- and long-term ERS prospects for a more diverse workforce.

ERS research and development activities include:

University of California-Berkeley for cooperative research on the impact of uncertainty in patent rights on organization and consolidation within the agricultural biotechnology sector.

Arizona State University for a cooperative project on retail consolidation and produce buying practices—“An Empirical Analysis of the Impact on Grower and Consumer Welfare”.

University of California-Davis for a research project on vertical organizations, supplies, bidding, procedures, and buyer market power in cattle procurement in the Texas Panhandle region; cooperative research on the impact of uncertainty in patent rights on organization and consolidation within the agricultural biotechnology sector; a project aimed at providing information and analysis on China’s water economy; cooperative research on the structure of the produce market—part of a larger study; cooperative research on the structure of the fresh fruit and vegetable market; cooperative research on the structure of the fresh fruit and vegetable market; and, funding for small grants awarded to support research to identify approaches to designing and evaluating food assistance programs serving ethnically diverse, low-income populations. Among the research projects funded with small grants was a study to examine the effectiveness of a survey instrument used for measuring food security in Hispanic households.

University of Arizona for cooperative research on the structure of the produce market—part of a larger study and cooperative work evaluating E-Commerce sites related to the agribusiness sector.

University of Florida for cooperative research on the structure of the produce market—part of a larger study.

Texas A&M University for cooperative research relating to trade liberalization under NAFTA, specifically focused on an evaluation of agricultural progress, and cooperative research involving demand system analysis for households.

Texas Tech University for cooperative research on the effects of financial volatility on agricultural commodity trade.

Involvement in Fellowships programs included funding a summer intern through the HACU Summer Internship Program who attended Fresno City College.

## **NATIONAL AGRICULTURAL STATISTICS SERVICE**

In fiscal year 2000, the National Agricultural Statistics Service (NASS) continued to implement a previously established Student Educational Employment Program Agreement with the University of Puerto Rico for the identification and recruitment of qualified candidates as student assistants leading to possible full-time employment with the Agency as agricultural statisticians, mathematical statisticians, or computer specialists. As a result, NASS was successful in recruiting two Puerto Rican students attending the University of Puerto Rico (Mayaguez Campus) in FY 2000. In addition, two Hispanic students were recruited by NASS as student assistants from Laramie County Community College in Wyoming and the University of Maryland at College Park.

NASS provided the Agency's prorated cost of supporting the USDA/Hispanic Association of Colleges and Universities (HACU) Leadership Group and its activities in fiscal year 2000. NASS also supported the USDA Hispanic Advisory Council and its initiatives or activities during the same fiscal year.



## DEPARTMENTAL ACTIVITIES

USDA's staff offices provide a variety of essential support to Department employees to ensure their success in providing effective customer service and efficient program delivery. An overarching principle of USDA operations is effective management of human, capital, information, and other infrastructure resources.

GOAL: Departmental Administration (DA) plans increased participation in HACU with a goal to maintain current levels at minimum.

MEASURE: Establish and maintain consistency in HACU participation.

### OUTCOME AND EFFECTIVENESS (FY 2000)

Departmental Administration began donations to HACUs in 1999. The Presidential Initiative to Reduce the Digital Divide was the catalyst for DA's participation in this regard. During FY 2000, DA donations of excess personal property to HSIs were nearly \$353,000 dollars. **Departmental Administration provided 14 percent of its FY 2000 total award for all institutions of higher education to HSIs.**

### OFFICE OF HUMAN RESOURCES MANAGEMENT

The Office of Human Resources Management (OHRM) provides overall direction, leadership, guidance, analysis, and oversight for USDA human resources programs and initiatives, establishes human resources management policy; represents USDA in government-wide initiatives; and provides liaison and coordination with the Office of Personnel Management and other central guidance agencies. OHRM programs include employment, recruitment, merit promotion, compensation, classification, position management, executive development, employee assistance, retirement benefits, workers and unemployment compensation, employee assistance, employee and labor relations, personnel and classified information security, executive resources, safety and health, and organizational development. OHRM also provides day-to-day operational personnel services for the Office of the Secretary and the departmental staff offices. OHRM representatives serve as resource advisors to the Secretary's Hispanic Advisory Council (HAC).

**Hiring:** OHRM formed a task force to streamline the hiring process. Vacancy announcements were simplified and burdensome requirements e.g. narrative summary of knowledge, skills and abilities were eliminated. OHRM encouraged agencies to review front line jobs and use the ability to speak Spanish as a rating factor, wherever appropriate. OHRM also urged agencies to hire co-operative education students from HSIs and other schools. Following its advice OHRM recruited and hired two Hispanic co-ops from local universities.

**Summits on Recruitment and Employment for Hispanic Leaders:** OHRM coordinated the Departmental Administration's Hispanic Leadership summits. At the first summit, the Deputy Assistant Secretary for Administration and the USDA Leadership group pledged to provide feedback on the ideas and recommendations made by the participants and to convene a follow-up meeting. In fulfillment of that pledge, a second summit was held. The forum provided for the

development of a stronger partnership and policy agenda for leaders of grass root organizations. OHRM prepared a memorandum of understanding for the community-based organizations and distributed the document to all participants at the summit.

***Hispanic Cadre:*** OHRM pulled together a cadre of 62 bilingual recruiters from across the country representing USDA agencies and academic disciplines of USDA. OHRM arranged for a 2½ day training course in recruitment. The Cadre will work in close coordination with USDA's Hispanic Serving Institution (HSI) Liaison Officers in selected states.

***Recruitment:*** OHRM developed a Department-wide master agreement for cooperative education and mailed the agreement to all Hispanic Serving Institutions across the country. OHRM mailed a recruitment disk to more than 200 students who attended the 5<sup>th</sup> Annual National Hispanic Sustainable Energy & Environmental Conference in Denver, Colorado. The disk, entitled "Hispanic Recruitment Initiative", is a recruitment tool sponsored by the Secretary's Hispanic Advisory Council.

***Spanish Translation:*** The translation into Spanish of the USDA recruitment brochure "Making a World of Difference" has been completed. The brochure will appear on USDA's web site.

***Commercial Advertisements:*** OHRM was instrumental in coordinating the development of paid advertisements for Hispanics to apply for jobs at USDA. The HAC paid for the ads which appeared in the "Hispanic Yearbook 2000" and the "Hispanic Business Magazine".

***Conferences and Career Fairs:*** The HAC participated in several national Hispanic oriented national conferences and career fairs throughout the country. Through the guidance of OHRM, USDA employees effectively presented USDA as a desirable employer to potential applicants. Some of they attended included: The League of United Latin American citizens (LULAC), National Council of La Raza (NCLR) and Image and the South Texas Expo.

***Delegated Examining Agreement:*** OHRM signed an agreement with OPM to permit USDA agencies to request bilingual/bicultural examining services for positions covered by the Luevano consent decree. The HAC pre-paid \$75,000 for the service to overcome agency resistance to using a service that normally costs an agency \$500 per position.